

STATE PERSONNEL SYSTEM HIGHLIGHTS

6/30/05

	Statewide	General Government	Higher Education
Number of State Personnel Employees ¹	31,345	22,070	9,275
Average Age of State Personnel Employees	45.7	45.3	46.7
Average Length of Service of State Personnel Employees	9.8	9.6	10.3
Average Annual Salary of State Personnel Employees	\$46,567	\$49,550	\$39,471
Percent Minorities of State Personnel Employees	25.4%	25.4%	25.6%
Percent Females of State Personnel Employees	48.8%	44.2%	59.7%
Percent of State Personnel Employees Eligible to Retire within the next Five Years ²	34.2%	32.4%	38.4%
Annual Turnover Rate (FY 04-05) ³	11.8%	11.3%	13.2%
Full-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees) ⁴	17,596	3,413	14,183
Part-Time, Non-State Personnel System Employees (Includes Judicial and Legislative employees)	25,179	1,749	23,430
Employees Eligible for Benefits ⁵	36,431	26,799	9,632
Employees Enrolled for Medical Benefits	23,997	19,286	4,711
Employees Enrolled for Dental Benefits	28,955	23,240	5,715

1. Definition of an employee of the state personnel system:

- Often referred to as "a state classified employee " or a "civil service employee";
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty;
- Does not include higher education professional staff/administrators;
- Does not include legislative or judicial staff; and,
- Does not include temporary/contingent employees.

2. Retirement Data is updated annually; does not include purchased years of service.

3. Definition of turnover for employees in the state personnel system, are defined below:

- Employee initiated separations;
- Employer initiated separations;
- Layoffs;
- Retirements; and,
- Deaths.

The state excludes employees who transfer from one department to another (unless otherwise noted) because they are still considered employees of the state personnel system.

4. The number of non-state personnel system employee information is estimated from the number of paychecks issued for the month. It should be noted that this data might not be all-inclusive of all employees paid by the State of Colorado because only those employees paid through the CPPS system are included. It should also be noted that this data could include duplication as some individuals may receive more than one paycheck in a month in addition to a regular paycheck, i.e., for a discretionary pay differential. This information may also include temporary employees.

5. Benefits:

- Benefits information is gathered and summarized by higher education and non-higher education institutions, derived from an internal report from the DPA/DHR Benefits Unit.
- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.

HIGHLIGHTS BY GENERAL GOVERNMENT DEPARTMENT & HIGHER EDUCATION INSTITUTION

Department	Number of Employees	Percent of Total General Government Employees	Average Annual Salary	Average Age	Average Years of Service
Dept of Agriculture	234	1.06%	\$49,531	46.8	11.8
Dept of Corrections	5,527	25.04%	\$47,322	43.9	7.9
Dept of Education	155	0.70%	\$41,713	46.5	9.5
Dept of Health Care Policy & Finance	194	0.88%	\$58,215	43.6	5.6
Dept of Human Services	5,117	23.19%	\$44,505	45.5	9.1
Dept of Labor & Employment	1,081	4.90%	\$51,503	47.9	10.3
Dept of Law	132	0.60%	\$50,336	47.6	9.4
Dept of Local Affairs	170	0.77%	\$59,403	46.6	9.2
Dept of Military & Veterans Affairs	104	0.47%	\$47,822	49.1	7.3
Dept of Natural Resources	1,383	6.27%	\$56,460	45.5	11.7
Dept of Personnel & Administration	508	2.30%	\$53,743	46.7	11.1
Dept of Public Health & Environment	1,127	5.11%	\$60,288	46.5	9.9
Dept of Public Safety	1,223	5.54%	\$54,640	40.9	10.2
Dept of Regulatory Agencies	496	2.25%	\$58,956	48.3	10.3
Dept of Revenue	1,370	6.21%	\$48,285	47.0	10.9
Dept of State	111	0.50%	\$48,069	43.8	6.1
Dept of Transportation	3,061	13.87%	\$49,722	46.3	11.1
Dept of Treasury	23	0.10%	\$56,427	46.7	9.6
Governor's Office	2	0.01%	\$53,292	48.4	18.1
State Auditor's Office	52	0.24%	\$58,834	35.3	4.8
ALL DEPARTMENTS	22,070		\$49,550	45.3	9.6

Institution	Number of Employees	Percent of Total Higher Education Employees	Average Annual Salary	Average Age	Average Years of Service
Colorado Commission On Higher Education	4	0.04%	\$39,969	52.9	19.1
Colorado Historical Society	35	0.38%	\$38,699	46.5	11.4
Community College Access Network	30	0.32%	\$39,758	50.9	12.3
Adams State College	107	1.15%	\$33,114	45.2	9.7
Arapahoe Community College	83	0.89%	\$33,385	46.3	6.8
Auraria Higher Education Center	258	2.78%	\$36,656	46.5	9.7
Colorado Community College System	90	0.97%	\$45,869	47.9	11.7
Colorado Northwestern Community College	29	0.31%	\$34,025	45.0	9.6
Colorado School of Mines	266	2.87%	\$42,179	48.1	8.8
Colorado State University	2,178	23.48%	\$39,158	46.9	11.2
Colorado State University - Pueblo	115	1.24%	\$37,833	47.3	12.4
Community College of Aurora	49	0.53%	\$36,552	47.4	9.1
Community College of Denver	44	0.47%	\$39,461	44.0	9.2
Fort Lewis College	155	1.67%	\$36,274	46.9	8.2
Front Range Community College	214	2.31%	\$33,529	47.5	7.6
Lamar Community College	21	0.23%	\$32,697	50.4	11.1
Mesa State College	107	1.15%	\$31,641	48.4	7.1
Metropolitan State College of Denver	231	2.49%	\$44,256	46.1	11.2
Morgan Community College	18	0.19%	\$29,907	46.3	6.5
Northeastern Junior College	51	0.55%	\$31,240	50.2	11.7
Otero Junior College	27	0.29%	\$30,303	46.6	13.3
Pikes Peak Community College	220	2.37%	\$35,713	44.1	7.6
Pueblo Community College	105	1.13%	\$32,626	47.1	9.4
Red Rocks Community College	95	1.02%	\$35,615	46.9	8.5
Trinidad State Junior College	37	0.40%	\$34,985	50.5	15.7
University of Colorado - All Sites	4,123	44.45%	\$41,393	46.3	10.2
University of Northern Colorado	520	5.61%	\$36,592	47.1	10.9
Western State College	63	0.68%	\$38,397	46.2	10.9
ALL INSTITUTIONS	9,275		\$39,471	46.7	10.3

OCCUPATIONAL GROUP HIGHLIGHTS

Statewide					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,849	15.47%	\$34,367	47.2	9.6
Enforcement and Protective Services	5,880	18.76%	\$47,766	41.9	8.1
Financial Services	1,808	5.77%	\$50,027	46.2	10.3
Health Care Services	3,368	10.74%	\$42,730	45.4	7.9
Labor, Trades, and Crafts	5,303	16.92%	\$34,291	46.7	9.2
Medical	46	0.15%	\$120,894	51.6	7.8
Physical Sciences and Engineering	1,928	6.15%	\$66,667	46.3	12.2
Professional Services	7,921	25.27%	\$56,919	46.8	11.7
Teacher	242	0.77%	\$45,389	47.0	7.4
TOTAL	31,345		\$46,567	45.7	9.8

By General Government Department					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,268	10.28%	\$34,845	46.2	9.0
Enforcement and Protective Services	5,724	25.94%	\$47,623	41.9	8.0
Financial Services	1,139	5.16%	\$55,530	46.0	10.5
Health Care Services	2,830	12.82%	\$43,325	45.7	7.8
Labor, Trades, and Crafts	2,695	12.21%	\$37,523	46.8	9.3
Medical	46	0.21%	\$120,894	51.6	7.8
Physical Sciences and Engineering	1,617	7.33%	\$68,326	46.0	12.4
Professional Services	5,573	25.25%	\$59,109	47.1	11.4
Teacher	178	0.81%	\$53,376	49.6	8.6
TOTAL	22,070		\$49,550	45.3	9.6

By Higher Education Institution					
Occupational Group	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	2,581	27.83%	\$33,948	48.2	10.2
Enforcement and Protective Services	156	1.68%	\$53,001	41.6	10.3
Financial Services	669	7.21%	\$40,658	46.4	9.9
Health Care Services	538	5.80%	\$39,601	44.3	8.3
Labor, Trades, and Crafts	2,608	28.12%	\$30,951	46.6	9.1
Medical	0	0.00%	na	na	na
Physical Sciences and Engineering	311	3.35%	\$58,038	47.9	11.0
Professional Services	2,348	25.32%	\$51,721	46.1	12.3
Teacher	64	0.69%	\$23,177	39.7	4.3
TOTAL	9,275		\$39,471	46.7	10.3

GENDER HIGHLIGHTS

Statewide					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	15,289	48.8%	43,650	46.2	9.7
Male	16,056	51.2%	49,345	45.3	9.8
TOTAL	31,345		\$46,567	45.7	9.8

By General Government Department					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	9,752	44.2%	46,852	45.5	9.1
Male	12,318	55.8%	51,686	45.2	9.9
TOTAL	22,070		\$49,550	45.3	9.6

By Higher Education Institution					
Gender	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
Female	5,537	59.7%	38,012	47.5	10.8
Male	3,738	40.3%	41,632	45.4	9.5
TOTAL	9,275		\$39,471	46.7	10.3

ETHNICITY HIGHLIGHTS

Statewide					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	358	1.14%	\$43,488	45.7	9.4
Asian	734	2.34%	\$44,866	44.4	9.5
Black	1,554	4.96%	\$42,561	45.2	8.9
Hispanic or Latino	5,305	16.92%	\$40,516	44.0	9.8
Native Hawaiian or Pacific Islander	23	0.07%	\$45,062	41.0	4.7
White, Non-Hispanic	23,371	74.56%	\$48,309	46.2	9.8
TOTAL	31,345		\$46,567	45.7	9.8

By General Government Department					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	245	1.11%	\$46,650	45.4	9.7
Asian	388	1.76%	\$53,055	44.0	9.3
Black	1,183	5.36%	\$44,643	45.0	8.5
Hispanic or Latino	3,768	17.07%	\$43,541	43.7	9.8
Native Hawaiian or Pacific Islander	14	0.06%	\$51,491	38.9	3.5
White, Non-Hispanic	16,472	74.64%	\$51,236	45.7	9.6
TOTAL	22,070		\$49,550	45.3	9.6

By Higher Education Institution					
Ethnicity	Number of Employees	Percent	Average Annual Salary	Average Age	Average Years of Service
American Indian or Alaska Native	113	1.22%	\$36,632	46.5	8.9
Asian	346	3.73%	\$35,684	44.9	9.8
Black	371	4.00%	\$35,923	45.8	10.1
Hispanic or Latino	1,537	16.57%	\$33,101	44.8	9.9
Native Hawaiian or Pacific Islander	9	0.10%	\$35,061	44.1	6.6
White, Non-Hispanic	6,899	74.38%	\$41,323	47.2	10.4
TOTAL	9,275		\$39,471	46.7	10.3